THE COMPASS

JOURNAL OF THE AMERICAN ASSOCIATION OF SOCIAL WORKERS

SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

1947 DELEGATE CONFERENCE

Presidential Address

Resolutions and Policy Statement

CALIFORNIA'S REGISTRATION EXPERIENCE

UNIONS IN SOCIAL WORK

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A Philosophy of Social Action

Fifteen years ago, when the great depression was still being thought of as a prolonged dip in the business cycle, Antoinette Cannon formulated a point of view for social workers confronting the Unknown Future. The statement still sounds good. We have found it a good measuring stick to apply to the social action proposals of 1947. The article in which the statement first appeared may be found in the 1932 Proceedings of the National Conference of Social Work. For whatever use anyone wants to make of it, we reprint the statement here.

We are against a static utopia; we are for change.

We see no one cause for our dissatisfaction; we see always multiple causes, without and within us.

We are against a panacea; we are for a plan.

We are interested not so much in revolution as in what might come after, that is, in rebuilding. We are interested in the development of our people to a point at which they would be fairly represented by intelligent and disinterested government officials and legislators.

We are against romanticism, and we are against materialism in our standards of living. We are for becoming more realistic and more spiritual, because man lives by bread, but not by bread alone.

And, finally, we are not radical, for to be radical is to uproot and our roots are not in any system but in human nature. Neither are we conservative, because to be conservative is to mistake, again, the form for the substance. Rather, let us claim that uniting principle of participation in change which allows us always to start with what is possible and with it to achieve the impossible.

Let us not fear the Unknown Future.

Compass Exchange

The *Compass Exchange* department has been languishing in recent months. We are reviving it in this issue by printing a letter from Celia Deschin commenting on the social action articles by Benjamin Youngdahl and Eveline Burns which appeared in the March and May issues of THE COMPASS. We would like more letters of this kind. The only limitation we must impose is that letters try to stay within a 500 word limit.

It may be necessary at times to be selective about what to include, since space is limited. In such cases we will print those letters which are representative of the different varieties of reader opinion expressed. To introduce any other criteria of selection would be to endanger the distinctive value of this column which is to provide a free channel for communication among Association members on matters of professional interest.

Readers, your contributions to *Compass Exchange* are invited.

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PRESIDENTIAL ADDRESS

1947 Delegate Conference

Paul L. Benjamin

JOHN DONNE in his quaint English said: "No man is an Iland, intire of itselfe; every man is a peece of the Continent, a part of the maine, —any mans death diminishes me, because I am involved in Mankind—."

I believe that it is in this spirit that we are meeting at this Delegate Conference. In an atomic age our horizon stretches beyond a continent, and embraces the whole world. We are involved in mankind, for calories, clothes, and coal have become immediate and pressing problems facing millions of people. Any man's death does diminish us, for as social workers we have a profound belief in the worth and dignity of people everywhere.

As a preface to this report I want to pay a tribute to "Joe" Anderson for his vision and leadership, the staff he has gathered about him, and the devotion and high purpose which has animated the Board. In his very challenging paper in the January COMPASS, Prof. Eduard C. Lindeman stated that "The maturity of a profession may also be measured in terms of social responsibility." In terms of this and other tests which he gives for a profession which has achieved growth, I believe that we can really say that we are approaching maturity and status.

In my remarks I propose to point up some of the bench-marks of the Association's decided progress of the past year, and to comment briefly on some of the challenges confronting us as a professional organization at this critical cross-road of the world's history.

At the 1946 Delegate Conference Mrs. Irene Conrad, in her report, pointed out that the plans for the Association's program, which had been formulated at the National Board meeting of March 1945, established an excellent foundation for national and chapter activity for many years to come. May I remind you that at that meeting the Board picked out six specific areas of activity that needed immediate attention. These were: registration and licensing, personnel practices, education for social work, public social policies, international organization for social work, and research and statistics in social work.

At the 1946 Conference we strengthened our statements of policy on the public social services. We discussed the implications for our Association of current international developments. We adopted a statement of principles on personnel practices. And we passed a resolution reaffirming our concern and responsibility for the sound development of social work education.

During this past year, we have continued work on registration and licensing, international organization for social work, and personnel practices. During the course of our meetings here you will have presented for your consideration proposals which have been prepared by national committees working on these subjects.

PROGRESS IN SOCIAL WORK EDUCATION

There are two matters considered at last year's Delegate Conference on which I want to report to you in some detail, since they do not appear on our agenda for the next three days. One is on social work education, the other on merger of the professional associations.

The resolution adopted at last year's Conference on professional education, stated that the Association should take the lead in efforts to extend facilities for social work education. I am happy to report that since that meeting significant developments have occurred which can have an important influence on the future, not only of social work education, but the profession itself. Indeed, the Association has had an opportunity to play an important role in these developments. I am referring, of course, to the organization of the National Council on Social Work Education.

The establishment of the Council was recommended by a committee composed of representatives of the associations of schools of social work, members of the professional associations, and public welfare representatives. Our Association was asked to call the first meeting of the Council, which was held in New York in August 1946. At that time agreement was reached on principles of organization. Although organizations which are represented on the Council are helping to defray expenses, AASW is providing staff service and assuming a large share of the expenses of the Council.

The need for a comprehensive survey of social work education—undergraduate and postgraduate—has been recognized for some time. The Council undertook as its first major project the planning of such a survey. It is hoped that this survey can be launched in the immediate future. I know that you share with me a sense of satisfaction that our professional association has been able to make a real contribution to this very significant project.

Further evidence of the Association's interest in discharging its responsibility for strengthening social work educational programs can be found in the closer relationship which has been established between the American Association of Schools of Social Work and our Association. In July of last year a joint committee of the two associations met to discuss the ways in which there could be joint planning of projects in which both associations had an interest. The offices of the Association of Schools are now located in New York and it is possible for our Association to give the AASSW assistance in various ways. Special mention should be made of the fact that staff assistance is being given in the development of a system of reporting enrollment statistics in the schools.

One more thing in the area of professional education I want to mention. At the annual meeting of the Association of Schools in January of this year, a resolution was passed asking our Association for a financial grant to help pay for an expanded program. Uncertainty about our income prevented us from taking action on the request. But a meeting of the joint committee of the two associations was held in March at which plans for closer collaboration were outlined. These plans will be presented to the boards of the two associations later this year.

RELATIONS WITH OTHER PROFESSIONAL ASSOCIATIONS

In regard to merger of the professional associations, you will recall that at the 1946 Delegate Conference action was taken "instructing the National Board of the Association to plan for and carry out as part of its program for 1947 specific activities aimed at a merger of the professional social work organizations." At its meeting in October the National Board authorized the appointment of a committee which would discuss in an informal way with representatives of other membership associations our Association's interest in working for a merger. Your president and executive secretary used the occasion of a meeting of the National Committee on Personnel in the Social Services (formerly the Wartime Committee on Personnel), which is composed of the presidents and executive secretaries of the membership associations and the Association of Schools, to report on the action of the Delegate Conference. We were pleased with the expressions of interest in further exploration of this question by the representatives of the other organizations. We had hoped to hold another meeting this spring but found that we were unable to do so.

At its February meeting the National Board authorized the staff to prepare a proposal for the publication of a journal to serve the members of all of the membership associations. Under this plan an editorial advisory committee made up of representatives of the various associations would be responsible for formulating policies governing the content and make-up of the publication. Our Association would provide staff service for the magazine but the other associations would be asked to pay for the cost of distribution to their memberships. It was the opinion of the Board that this project would not only have value in bringing the various membership associations together, but would provide a much better professional journal of social work than is now available to members of any of the associations.

OTHER AREAS OF PROGRESS

I am sure you will agree that the Association has made marked progress during the past several years in defining clearly the areas of its activity and in carrying forward a program which has been based on the interests and needs of the membership. We have developed and used policy statements which have a bearing on important national and international social programs. Through these statements the Association has been able to make available the knowledge and opinion of the American social work community to persons in policy-making positions who administer these programs. We have demonstrated to representatives of federal agencies and to our legislators the fact that we have an interest and concern in the broad social measures affecting this nation. We have made further progress in the development of standards of personnel practices and the Association is becoming an increasingly effective force for the improvement of personnel practices in social work agencies.

Although we can feel a sense of satisfaction because of these gains, we must face the fact that we have not as yet sufficiently related our

national program to our chapters and to the individual member. During this past year the National Board has been giving attention to the means by which we can make the total Association program more meaningful to every member. As a specific measure designed to inform the total membership about Association activities, the Board has authorized the publication of a membership bulletin. The first issue of this new Association publication was sent to the membership in March. The bulletin will be published on an experimental basis during 1947 and will be placed on a regular schedule of publication in 1948. We believe that the bulletin represents one more way in which the Association can meet the needs of the members and strengthen the Association.

A most significant step in the development of the Association was taken at the 1946 Delegate Conference when an increase in national dues was authorized. The additional income and a consistently increasing membership will provide for the Association a stable financial foundation on which an expanded program of activities can be built. As our income increases we shall be able to provide more services for chapters and for the entire membership. In the last analysis, however, the effectiveness of the Association's activity must depend on the interest and participation of its members. The increasing interest and sense of responsibility which has characterized our Association during the past several years are indications that we shall be able to meet our obligations and opportunities in the future.

A LOOK TO THE FUTURE

Yes, the Association has been growing in strength and sureness of direction. And at this Conference we shall map out our plan of action for the coming year. However, before closing, I wish to make certain observations upon our concerns as a professional organization and some of the trends which are shaping up.

As the American Association of Schools of Social Work has so effectively pointed out in a recent memorandum, the increasing complexity of our industrial civilization requires a steady stream of more and better trained social workers. One world makes imperative a broad outlook, vision, creativeness, a grasp of world problems, and unusual leadership qualities.

As Benjamin Youngdahl so well stressed in his presidential address before the American Association of Schools of Social Work, the chief drawbacks to social work standards is not lack of administrative funds or even salaries but rather a want of trained personnel. The emphasis has shifted from recruiting to selection.

This means, then, that the practitioners must be skilled, competent, and mature. They must have integrity, courage, a love for people, a high sense of ethical values, and deep religious convictions.

Indeed, we are judged as professional people, not by the mumbo-jumbo we use, not by our incantations, not by the claims of our high calling, but by the skill and honesty and forthrightness which the public and those we serve recognize in us. We also are tested by the way in which we behave in all our relations with others—staff, board, associates, and John Q. Citizen.

I have intimated that battle-lines are being formed. The trend in Washington is for a sharp curtailment in the budgets—social security, the social insurances, foreign relief, the Women's Bureau, the Public Health Service, the Children's Bureau—each Congressman, in the words of Gilbert and Sullivan, has his little list. Consequently, efforts must be redoubled to hold the line for essential human services.

The social worker must enter the public arena where is heard the clash of arms. To us has been revealed more than to any other group—unless it be the physician and the minister—what is happening to people—the stunted bodies of children resulting from the lack of enough to eat; the gnawing bitterness of displaced persons shunted from camp to camp; the frustrations of those who have not had a decent chance in life; the blight which spreads through a whole community from a slum area. We know these things—and we are culpable if we do not speak.

In this area, I am glad to say, our Association has made timely and effective contributions. Probably I only need to cite the influence which the Association exerted during the dark days of the depression, the unusual relationship established with the Costigan-La Follette Committee, and the unusual ability displayed before Congressional committees by such men as J. Prentice Murphy, William Hodson, Walter West, Linton B. Swift, Kenneth L. M. Pray, and others.

I might also mention the recent memorandum from our executive secretary to chapter chairmen suggesting action on legislation regarding foreign relief, the International Refugee Organization, and the International Emergency

(Concluded on page 20)

UNIONS IN SOCIAL WORK*

Wayne McMillen

There has been increasing interest in the subject of unions in social work as the union movement has grown and come to affect more and more agencies and workers. The Personnel Practices Statement adopted at the 1946 Delegate Conference included a recognition of the right of employees in social work positions to bargain collectively and to be represented by a union of their choice. At the present time the national Personnel Practices Committee has a special subcommittee working on the interpretation and application of this general policy statement.

THE COMPASS will be printing from time to time articles which bring information on and a professional interpretation of the whole development of unions in social agencies. These articles will be written from different points of view and can only be taken as representing the views of the individual authors. However, it is hoped that they will provide the membership with a foundation of knowledge and understanding which will permit a high degree of agreement when it comes to dealing with the problmes and issues involved in this important development in the profession.

Wayne McMillen of the University of Chicago, former president of the Association and known for his leadership in urging representation for labor on boards of social agencies and community chests, presents the first article in the series. He discusses the development of the union movement in social work and points up some of the questions which are awaiting answers.

"Zeus—takes away the half of a man's virtue when the day of slavery comes upon him." The Odyssey of Homer, Book XVII.

FOR more than a decade now the question of protective organizations of social workers —later called unions—has been an issue in our field. During this period a good many meetings have been held, under the auspices of one organization or another, to discuss this question. These meetings have been worthwhile, for they have gradually clarified the problem. In fact, I think these discussions have moved the whole subject to a considerable extent out of the emotional area of an earlier day and into an area where the basic desire is to get a grasp of the facts in order to arrive at a rational interpretation of those facts.

My own assignment is to provide a part of the background needed for this discussion. I shall limit myself to two main points: First, I shall try to high-light the developments that have led up to the present official position of the AASW on the question of unions in social work. Second, I shall venture to suggest a few interpretations of what these developments mean or may mean in the future.

AASW AND UNIONS IN SOCIAL WORK

Rank and File Movement. I think the historical part of this assignment need not go back further than what we called "the rank and file movement." There was also another name for this movement. Some called it the "Practitioners' Movement." I think "Rank and File Movement" was the better name. Every social worker is entitled to call himself a practitioner, I should think, just as every doctor may call himself a medical practitioner, even though he never sees a patient and spends his entire time in a laboratory or in administering a clinic. Of course, this search for a name was in itself significant. It indicated a belief that some social workers in executive positions were identified with the governing board to such a degree that they must be excluded from any organization that was primarily interested in improving conditions for the lower ranks of employees.

Like most new groups, the Rank and File Movement was not fully agreed as to what objectives it wanted to focus upon. Some wanted to improve working conditions and wages. Others wanted to obtain a voice in formulating the policies of the agencies. Others thought that executives had dominated the activities of the AASW and wanted the rank and file to be given more recognition when offices and committee assignments were handed out. Still others believed the rank and file included the genuinely progressive and liberal elements in social work; hence they hoped the rank and file would be the group through which the profession would increasingly make itself felt in the field of social action. This was to include such widely divergent matters as larger appropriations for unemployment relief on the one hand, and com-

* An address given February 3, 1947, at an open meeting of the Chicago Chapter, AASW.

batting fascism in Spain on the other hand. Thus the movement itself covered a great deal of territory and, in view of its slender resources, was somewhat lacking in internal unity.

Practitioners' Group in Chicago AASW. Nevertheless the new group did make its voice heard. The agitation it carried on led to an unusual kind of development in the Chicago Chapter of the AASW. The Chicago Chapter amended its by-laws to provide autonomy for the Practitioners' Group within the general framework of the chapter program. This arrangement gave the Practitioners' Group the right to elect its own officers and to carry on its own program. The chapter even agreed to pay certain bills and expenses incurred by the Practitioners' Movement.

From an organizational standpoint this arrangement was undoubtedly thoroughly unsound. It meant that the chapter elected a governing body that could not exercise jurisdiction over all parts of the program. It also meant there could be divided counsels on questions which should be decided by majority vote of the chapter. And yet, as we look back upon it now, it seems that the chapter was probably very wise in adopting this illogical plan.

During the year or two in which this arrangement prevailed, I think several things happened. First, I think the adherents of the Practitioners' Movement became convinced that the Chicago Chapter of the AASW was not only willing to have them assume offices and to take on committee assignments, but that the chapter was, in fact, anxious to get these types of work out of every member, regardless of whether he was an executive or not. Second, I think the Rank and File program settled down into a more definite set of objectives and that wages and working conditions occupied a high priority among these objectives. Third, it became clear that there was no real cleavage between the Practitioners' Movement and the rest of the chapter as to the desirability of improving wages and working conditions. Fourth, the Practitioner's came to recognize that improvement in wages and working conditions was only one problem among the many problems to which a professional organization was obliged to address itself; and, therefore, within the professional organization, it would never be possible or sound to give to the problem of wages and working conditions the unique and exclusive emphasis which the Practitioners' Movement believed necessary.

The growth of these convictions produced two results. The Practitioners' Movement, on its own initiative, voted to disband as a separate group within the Chicago Chapter. This was accomplished, I believe, without leaving any scars behind and the chapter has functioned ever since with a high degree of unity. Moreover, those who had spear-headed the Practitioners' Movement saw that a *new* organization was needed to advance the cause in which they were chiefly interested, that is, improved wages and working conditions. And this, I believe, at least in Chicago, was the genesis of the union movement in social work.

Emergence of a Union Organization. From the very first there were sharp differences of opinion concerning this new union movement. The practitioners or rank-and-filers, who would presumably benefit most, were by no means all of one mind on the question. Some worked tooth and nail to develop the unions and others were either lukewarm or definitely opposed. Many of the social workers in executive positions were either dubious about this development or were definitely antagonistic to it. The faculties in the professional schools were likewise split; some favored the idea, others were skeptical, and some were against it.

As I remember our early discussions, those who opposed unions were moved chiefly by the fear that the strike would be used as a weapon. Their argument ran about as follows: "A union that can't or won't strike has no real power. A strike in social work would be unethical and inhumane. It wouldn't hurt the employer, but it would hurt the clients." Today we can look back upon that point of view with the perspective of a decade's experience. We now know that a union, even though it may never strike, nevertheless does have power. We also know that unions have definitely obtained improvements in wages and working conditions which could not have been obtained by unorganized workers, for the unorganized would have had no medium through which to formulate their demands and no channel through which to articulate them.

DEVELOPMENT OF AASW PERSONNEL PRACTICES STATEMENT ON UNIONS

About the time the Rank and File Movement was at its height, the Chicago Chapter became very active in developing a statement of personnel practices and this chapter has been continuously active in that area ever since. In fact,

I believe it is fair to say that no chapter has made a greater contribution to the development of good personnel practices in social work than our own chapter here in Chicago. For, as many of you will remember, the first statement of personnel practices we developed here was taken over, studied, and adopted with comparatively few changes as the national statement of personnel practices. I always associate our early achievements in personnel practices with the name of Lillian Adler, though of course she had excellent helpers, and a great deal of fine work has been done on personnel practices since that time by Claudia Wannamaker and others. Both the local statements and the national statements of personnel practices have been widely used and consistently promoted in Chicago and I think we all agree that they have made a very important contribution to the orderly development and improvement of working conditions in the social agencies of this city.

The first AASW statements of personnel practices made no reference to unions. Of course, that was to be expected, since unions really did not exist at that time. But even the first statement did stress some of the principles which the unions now promote.

The national AASW statement of personnel practices has been revised several times to bring it abreast of our accumulating experience. There is no need to trace the developments and improvements in this document. I do want to point out that for some time the national statement has been explicit on the question of unions in social work. It will be sufficient, I believe, if I quote one sentence from the Association's most recent statement which was mailed to all members on October 18, 1946. The statement to which I refer reads as follows: "The right of individuals to bargain collectively and to be represented by a union of their choice is recognized and approved by the Association."

The importance of this forthright statement becomes more apparent when the following facts are borne in mind: This national statement was approved by the Delegate Conference and is therefore the official position taken by the Association on this question. Before the delegates voted on this statement, it had been studied and reformulated with great care by a national committee. Moreover, the statement in tentative form had also been widely circulated in order to give individual members time to study it and to provide chapters in all parts of the country with an opportunity to discuss and comment on it. Thus, officially, the AASW supports the right of social workers to bargain collectively through unions.

This should not be interpreted to mean that every one of our 11,500 members is in agreement with this statement. In fact, I know personally some who are not. But it does mean that, after the fullest opportunity for democratic discussion, the Association has adopted the statement. Hence, the majority supports this view and I suspect that a poll of individual opinions would show that the majority is a very large one.

The history I have recounted shows that the growth of unions and the mounting concern of AASW to improve personnel practices both occurred in the same period. Moreover these two developments supplemented and strengthened one another. I should also add that what happened here in Chicago was by no means unique. Our experiences here have, in fact, been paralleled to a very considerable degree by those of a number of other cities. So much, then, for the history of this development. Now I'd like to add a few interpretations and suggestions in the hope that they may evoke some clarifying discussion from the floor later.

THE FUTURE OF UNIONS IN SOCIAL WORK

Worker Participation in Policy Making. Most of us are inclined to think of unions as organizations that are pretty exclusively concerned with wages and hours. Or, stating the matter negatively, we do not think of unions primarily as agencies that are seeking to democratize production. I want to raise the question as to whether that should not really be their primary objective. In recent years there have been a few straws in the wind suggesting that some labor leaders have developed this point of view. I cite as an illustration the contention of the automobile workers that the books of the corporations should be opened up and examined to determine whether wages could be raised without increasing prices.

But, on the other hand, I have talked with some labor leaders who definitely assert that unions should not seek a voice in the councils of management. They point out that they would then have to share some of the responsibility for the mistakes of management. And they would thus, in their opinion, blunt the edge of their sharpest weapon. For at present they can make demands and fight for them without being obliged to help figure out how these demands can and should be met.

I wonder whether this is not a short-sighted and, to some extent, a selfish point of view. In one of his famous opinions Justice Brandeis said: "Men are not free while financially dependent upon the will of others." This means, I take it, that no matter how high your wages are, you are not really free if you have no voice whatever in policy-making. I think Mr. Justice Brandeis might also have added that men cannot achieve full adulthood, that they cannot develop their fullest powers, so long as they are mere puppets and have no voice whatever in the guiding of the enterprise to which they devote most of their lives.

I want to quote in this connection a few words of prophecy written by the Irish poet and scholar, Æ. These lines are taken from a brilliant essay entitled, "The National Being":

> Men no more will be content under rulers of industry they do not elect themselves than they were under political rulers claiming their obedience in the name of God. They will not for long labor in industries where they have no power to fix the conditions of their employment, as they were not content with a political system which allowed them no power to control legislation.

In quoting his statement, the point I am trying to emphasize is this: The Labor Movement has traditionally fought for improved wages and working conditions and has not made consistent efforts to democratize production. And this raises the question of whether the unions in social work are going to cling to this traditional pattern or whether they have something new to contribute to the labor movement.

One school of competent students share with certain labor leaders the belief that unions should not participate in the policy-making function. They base this view on the belief that the management group should be held responsible by the community for production and even for the custody of the funds and services integrally related to the production process. But this raises the basic question: In what way can the community hold management responsible? It is very difficult to envisage a mechanism through which the community could exercise this control within our existing constitutional system. The more immediate improvement would seem to be in the direction of a partnership relationship between management and labor. Whether advance toward this goal can best be achieved through labor unions or whether some other medium might prove more promising is at present an unsettled question. In our own field this responsibility might conceivably be accepted by the professional association rather than by the unions.

Many of you will remember a survey that was made in St. Louis a half dozen years ago by Walter West, at that time our national executive secretary. That study raised sharp differences of opinion in the AASW for a variety of reasons. We are not concerned here to take sides in that by-gone dispute. I refer to the study here for one reason only: The central thesis of Mr. West's study was that, while governing boards may have a legal right to run a social agency as they see fit, there is nevertheless a moral right that should transcend the legal right. That moral right would preclude the adoption of drastic changes in policy by the governing board except on the basis of adequate advance consultation with the professional staff. With the added perspective of a half dozen years, I should think that most social workers would now be prepared to accept this thesis. But at the time Mr. West formulated the principle in his study, he was far in advance of the thinking in the Labor Movement and also, I think, in advance of the thinking of large segments of our own professional group. Here again it remains an unsettled question whether leadership in promoting this principle should be assumed by the unions or whether it is more properly a function of the professional association.

Dangers in Union Emphasis on Conflict. In talking with some of the social workers who have been active in promoting unionization in our field, I have thought sometimes that their objectives were short-sighted in another respect. Some people seem to think that success will have been achieved once all social workers are banded together in unions, so that more or less of a running fight with the employing group can be successfully waged. Those who hold this view have simply taken over the traditional concepts of the craft and industrial unions and have added nothing to them.

I ask whether we have a right to expect that social workers might add something new to these stereotypes. After all, social workers are presumed to have more than the ordinary skill and experience in the field of human relations. Is it, then, their utmost achievement to arrive at a point at which they can fight in the traditional union manner?

I suggest that the entire union movement is still at a primitive level of development because it has been unable to advance very far beyond

the conflict stage. If my memory serves me correctly, I think I am on sound ground there, so far as sociological theory is concerned. I think we were taught in undergraduate sociology that conflict is an elementary stage in the social process and that maturity is characterized by identity of objectives, with differences of opinion relating to means rather than to ends.

This is not to say that conflict is not necessary; it *is* necessary at certain stages in a development. But some of our labor leaders have no desire apparently ever to advance beyond the conflict stage—and of course their attitudes on this point are paralleled by those of management. With your permission I want to read a few paragraphs from the recent book by Frances Perkins entitled, "The Roosevelt I Knew." I read this because it illustrates so effectively the point I am trying to make—namely, the stupidity of insisting that the *conflict* stage must be permanently retained and protected, instead of seeking actively to find ways of advancing beyond that stage. The episode described in the following excerpts occurred during the old days when the NRA codes were being formulated:

"When the heads of the big steel companies —Eugene Grace, Myron Taylor, William Irwin, Ernest Weir, Thomas Girdler—and executives of smaller steel companies, came into my office, Green was sitting there. I started the introductions.

"Most of them did not permit themselves to be introduced to Mr. Green. They backed away into a corner, like frightened boys. It was the most embarrassing social experience of my life. I had never met people who did not know how, with hypocrisy perhaps but with an outward surface of correct politeness, to say how-do-you-do even to people they detested. I had been engaged in conversation with Green and went right back to him, thinking perhaps he would not notice the coldness. After a while, at the invitation of the steel executives' lawyer, I went over to the corner where they were having their huddle to see what ailed them. I found that they had expected to see only me and the economists of the Department of Labor. They did not see how they could meet with the president of the A. F. of L. I was a little shocked, unable to believe grown men could be so timid. But their faces were long, their eyes were solemn, and they were the picture of men with no self-assurance whatsoever. . . .

"I still could not see why anybody should be afraid of William Green, mildest and most polite of men. The steel executives explained to me privately that if it were known that they had sat down in the same room with William Green and talked with him, it would ruin their long-time position against labor organizations in their industry.

"But," I argued with them, "Mr. Green doesn't represent the steel workers. He is not a steel worker. I will tell you what he is going to say."

"I gave them a copy of his prepared remarks. He was to make a laudatory statement regarding the NRA and to give his full approval to the proposed steel code.

"No, that would not do. They were still afraid that it would become known in the steel industry towns that they had spoken to Mr. Green of the A. F. of L. This backing and filling went on for almost three quarters of an hour. The difficulty penetrated to Green. I apologized to him. He was courtesy, itself. In the end, however, he left in a huff.

"As the great barons of steel filed out, still looking solemn and sorrowful, I could not resist the temptation to tell them that their behavior had surprised me and that I felt as though I had entertained eleven-year-old boys at their first party rather than men to whom the most important industry of the United States had been committed. . . .

"Taylor, of course, eventually got to the point where he talked easily not only with Green but with Philip Murray and John L. Lewis and took a constructive and active interest in labor relations."

As we review the past, then, we see that the union movement in social work has advanced to a point where it is officially recognized and approved by the professional organization in our field. And, as we look forward to the future, we wonder whether the unions in social work will have something to contribute to the labor movement as a whole. We wonder whether they will be content to limit their efforts to improving their own immediate situation or whether sooner or later they will seek to modify the curious present arrangement which, to a large extent, excludes from the councils of the policy-making group the thinking of those who know most about the problems and the program of the agency. Or, is it the responsibility of

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SCHOOL OF SOCIAL WORK
University of Illinois

California Registers Its Social Workers*

R. E. Arne

The eyes of social work have been on California since registration of social workers under a state board was begun last year. The provisions of the California law were reported in the September, 1945 COMPASS. In this article Mr. Arne, executive secretary of the California Board of Social Work Examiners, reports on the way the Board has interpreted and administered the law, and the results of the first year's experience.

THE delegates to this conference are familiar with much of the thinking and discussion with reference to the registration or licensing of social workers. This report will, therefore, mention briefly the history of the movement in California, discuss the salient features of the law enacted by the California Legislature in 1945, and describe the administration of the law from the time of the appointment of the Board of Social Work Examiners to the present.

Discussion of the possibility of registration and certification of social workers began in California about 1920 during California Conference of Social Work sessions held in Riverside. In 1928 came the first definite action when a bill was drafted and sponsored jointly by the League of Women Voters and the California Conference of Social Welfare. This bill, passed by the Assembly, was defeated in the Senate of the State Legislature in 1929.

Following this legislative experience the president of the California Conference of Social Work appointed a study committee of five or seven social workers to explore further the matter of registration. At the 1932 conference this committee recommended that the California Conference initiate under its own auspices a voluntary registration plan. This was done. A Department of Registration and Certification of the conference was created and at its meeting in May, 1933, unanimously elected the first Board of Examiners.

To this Board was delegated the complete and final responsibility for the setting up of standards for the registration of social workers, preparation of examinations, giving of examinations, and the certifying of applicants. In as far as possible to do so, the Board organized itself to conform to the State's own plan for the registering or licensing of professional groups.

The by-laws of the Department of Registration and Certification provided for a blanketing-in period to end May 31, 1934. Under this "blanketing-in" provision, 1,429 social workers were registered. By the end of 1938 the Board had certified 624 social workers through examination.

At the annual meeting of the Department of Registration and Certification in 1937 the Board of Social Work Examiners was instructed to draft a tentative certification bill for presentation to the membership in 1938 and to develop a plan for submitting this bill in the 1939 legislative session. In spite of exceptional preparation and a courageous fight during the 1939 session, this bill also failed to pass. However, in 1945 with little fanfare and publicity the legislature passed a bill which created the present State Board of Social Work Examiners.

THE 1945 LAW

This law provides for a Board of Social Work Examiners within the Department of Professional and Vocational Standards, a department created in 1929 when California reorganized its state government. Within this Department are all the professional and vocational boards having authority to license or register or restrict practice in any professional or vocational field.

The Board of Social Work Examiners consists of seven members appointed by the governor with the advice and consent of the Senate. Members are appointed for four years, and terms are overlapping. They receive no compensation, but traveling expenses are paid. Four members must be registered social workers with at least one year of full-time graduate study in an approved school of social work. Two must be laymen. The Board employs an Executive Secretary who must have the same minimum qualifications as a professional Board member. Other employees of the Board are under State Civil Service.

* An address delivered before the Delegate Conference of the American Association of Social Workers, April 11, 1947.

The Board is required to give at least one written examination per year and the scope of the examination is outlined in the law—it consists of

(a) Laws of the State of California and the United States pertaining to social welfare.

(b) Historical and technical literature in the field of social welfare.

(c) Basic information in related fields of the sciences pertaining to social welfare.

(d) Current events and developments affecting social well-being.

The Board prescribes the qualifications of those who may take examinations. Maximum and minimum initial and renewal fees are specified in the law. A Registered Social Workers Fund is created in the State Treasury, and all initial and renewal fees are placed in this fund by the State Treasurer. Provision is made for one appeal for those persons whose applications are rejected or who fail to pass the examination.

The law includes a "blanketing-in" provision whereby, up until January 1, 1947, all applicants who qualified under one of three categories were to be registered:

First, those persons who were registered and in good standing under the voluntary conference plan when the law went into effect, September 15, 1945.

Second, those persons who were engaged in the practice of social work in California and had been so engaged for compensation for a period of three years within five years prior to September 15, 1945.

Third, those persons who had been in the state one year and had been engaged in the practice of social work and who passed successfully an examination given by the Board.

Special provision is made for persons serving in the armed forces or in related war activities who may file applications within six months after discharge and come under the blanketing-in provisions.

ADMINISTRATIVE DECISIONS OF BOARD

The Board of Social Work Examiners held its first meeting on November 27, 1945. At this meeting, Mr. Hyman Kaplan was elected chairman and Miss Zdenka Buben vice-chairman. Miss Anita Eldridge was persuaded to serve as the temporary Executive Secretary. These three gave continuity to the program since the chairman and vice-chairman had served on the Board of Examiners under the voluntary plan and Miss Eldridge had been the Executive Secretary of the conference during the entire period.

The major policy of the Board was enunciated at this first meeting when it voted unanimously that, beginning January 1, 1947, all applicants for registration as social workers must have completed at least one year of full-time graduate study or the equivalent thereof in an approved school of social work. This represents the minimum educational requirement for those who wish to take the examination to qualify as registered social workers.

The other requirements for registration are United States citizenship, presence in the State of California, and passing of an examination prescribed by the Board of Social Work Examiners.

Soon after completing its organization the Board had printed and distributed an application form and announcements and copies of the law. A special letter was directed to all the social workers who had been registered under the voluntary plan. Through the cooperation of the State and County Departments of Public Welfare, Community Chests and Councils, professional organizations, and state-wide agencies announcements were distributed by the thousands.

The first response came from those registered and in good standing—there being 1,809 of them when the new law went into effect. These applications were checked and certificates issued without further consideration by the Board, since the law specifically provided that any applicant who was a registered social worker under the conference could become a registered social worker under the State by payment of the initial fee and the submission of an application. No reference letters were required as these were already on file in the conference office and available to the new Board.

As a guide in determining eligibility of those applicants who requested registration because they had been professionally engaged in social work positions for a period of three years within five years prior to September 15, 1945, and those who were so engaged in California for one year

and thus eligible for the examination, the Board adopted the following:

Definition of Social Worker. For the purposes of sections 9042 (b) and 9043 of the Code, the term "social worker" means a person whose primary professional task during the times therein mentioned was the rehabilitation of the individual or group in adjustment to society and includes a person engaged in social case work, social group work, social research, the teaching of social work and community organization for social welfare, within the framework described above. A person employed in a general recreation program which was without discernible group work or case work content shall not be considered a "social worker."

This applied only, of course, to the "blanketing-in" period which ended January 1, 1947.

These applicants were required to give three references, including the employer or supervisor. At each Board meeting those applications which had been processed were either approved, rejected, or tabled pending more information. The names of the applicants were withheld until the decision to approve or reject had been made.

It is important to note at this point that through personal interviews, correspondence, or telephone conversations, many prospective applicants were discouraged from making formal application. There occurred a number of borderline situations such as those where a nurse carried some duties that could be classified under social work but where the primary job was in the public health field. If the applicant was not satisfied with the position taken by the Board Executive, it was suggested that all facts be put in writing or that an application be filled out and submitted, minus the fee, in order that the Board might give an informal opinion. A few applicants were not satisfied, even going so far as to enlist the aid of prominent citizens and members of the legislature. However, when the law and Board policies were explained, fully ninety-nine per cent recognized their ineligibility.

Applicants under Section 9042 (b) of the law, which permitted registration of applicants who had been professionally engaged in social work for the three-year period prior to the date the law became effective, required proportionately far more correspondence and investigation than did applicants under the other two provisions. It was frequently difficult to secure accurate information about dates of employment. When the agency was unknown to the Board, councils of social agencies, state agencies, or regional district offices of established agencies were asked for information and advice.

THE FIRST EXAMINATION

Section 9044 of the law reads as follows:

Until January 1, 1947, every individual who is professionally engaged in the practice of social work for a compensation, who has resided in this State for a period of one year, and who is not eligible for a certificate under Section 9042 may receive a certificate if he successfully passes a qualifying examination given by the Board.

Under this section came the majority of the younger social workers and those who had moved to California during the war years. It was estimated at first that about 300 would take the September examination, and that there would be a residue of about 100 to take a December examination. The Board had found that there would be a number of applicants whose year in California would not be completed until December, 1946, and that a late examination would be necessary to fulfill the Board's responsibility to this group. Here the unexpected happened: 699 persons applied to take the December examination. Altogether, one thousand and fifty-two applications were approved for the examinations and nine hundred and thirty-one applicants actually passed these examinations.

In preparing the examination material it was fortunate that the Board could and did draw upon the experience of twelve years gained by the Board of Social Work Examiners which served so ably under the California Conference voluntary plan. Much of the responsibility for the preparation of the examination material was given to a technician employed by the Board. This person had had years of teaching experience in one of our well known schools of social work and had served as a consultant to one of the State Merit System Councils. The items in the last examination given by the former Board were the basis for our examinations. The technician for the former board made a careful analysis of all these items, giving consideration to the evaluations made after the other examinations. The items were classified according to subject—such as community organization, group work, case work, medical information, psychiatric information, Federal welfare laws, California welfare laws, et cetera. These groups of items were then reviewed and criticized by specialists in their respective fields. New items were added; obsolete ones were discarded; and, before the examination booklets were finally assembled, each group of items was

checked for accuracy and validity by at least one authority in that field.

The examination was objective and contained three hundred items under four groupings—True and False Statements, Multiple Choice, Classification Tests, and Case Situations. The procedure for giving the examination, correcting, and grading the booklets was similar to that of Civil Service Commissions. Following the policy of other professional boards in this State, the applicant was informed that he passed or did not pass the examination. The grade was not revealed.

It was the aim of the Board to have an examination that would, as far as possible, test the applicant's basic knowledge of social work. Every effort was made to have a fair and honest examination. Those who were familiar with the examinations given by the Conference Board and those given by the State Board were of the opinion that the latter were more difficult.

As a by-product of the examination, it is worth noting that the Board received many requests from public libraries throughout California for the reading lists sent to all prospective examinees. A few bookstores called to inquire whether there might be sufficient demand for the books to warrant their keeping them in stock.

CHARACTERISTICS OF REGISTRANTS

This initial year of operation under the California law which restricts the use of the title *Registered Social Worker* to individuals who have met certain qualifications has now closed with 4,096 social workers duly registered. Of this number 1,589 were registered under the conference plan; 1,576 met the qualifications of those who had been professionally engaged in social work in California for three years within five years prior to September 15, 1945, and 931 qualified by an examination. Already 44 social workers have applied for the first examination to be given in 1947. Many of these have had more than the required year of graduate study in an approved school of social work.

Until a study of all applications can be made, it will not be possible to present a comprehensive analysis of the qualifications of the Registered Social Workers in terms of formal education and training. A preliminary study of the educational background of the 4,096 social workers registered under the new law, based on a ten per cent sample, reveals the following facts:

Highest Grade Completed	*Per Cent of Registered Workers*
2 years graduate study [1]	10
1 year graduate study [1]	17
Less than 1 year graduate study [1]	15
Four years college	27
Less than four years college	23
High School	8
Total	100

Thus we see that 68 per cent have college degrees and that at least 22 per cent have had some college training, leaving less than ten per cent with the minimum of a high school education. It should be added that quite a number of those who are classified as having completed high school only represent the older group of social workers, many of whom have made outstanding contributions to social work in California.

The project to date has brought very forcefully to the attention of social workers the fact that, henceforth, to be a recognized social worker one must acquire his training in an approved school of social work and that the minimum is one year of full-time graduate study. Employers, too, have shown that they are cognizant of the movement for improved standards by calling upon the Board office to inquire if prospective employees are registered and, in some instances, to ask about their present employees in considering promotions.

The Board of Social Work Examiners has one fundamental objective—better service for the people. It believes this objective can be attained by the employment of better qualified workers. The registration program will be of value only insofar as it increases the competence of California social workers. Through research and a positive educational program this Board will move forward in a task in which it has already made a very substantial beginning.

[1] In an approved school of social work.

Report on the 1947 Delegate Conference

The City of San Francisco provided a colorful and interesting setting for the 1947 Delegate Conference which was held on April 11, 12 and 13. The conference opened with a report by the President, Mr. Paul L. Benjamin, on the events of significance to the Association which occurred during the last year. In the succeeding sessions, the conference heard reports and took action on proposals related to registration and licensing of social workers, a definition of a social worker, appeal procedures for violations of personnel practices and international organization for social welfare. The conference closed with a report from the Executive Secretary on the program and membership of the Association, and the adoption of conference resolutions.

The conference was attended by approximately 150 delegates, alternates and observers, representing 60 chapters. The interest, support and assistance of the members of the California Council and the California East Bay and San Francisco chapters in arranging for the comfort and well being of the delegates contributed greatly to the success of the conference. The generous hospitality of the Association's California members will be remembered for a long time by the persons attending this conference.

There was general agreement among the conference participants that the actions taken at the 1947 Delegate Conference will have far-raching significance for the future growth of the Association and the social work profession, and that the conference marked the end of another productive year of Association activity.

Registration and Licensing. The proposal of the National Board regarding the Association's position on the question of regulation of social work practice was presented by Mr. John McDowell, delegate of the New York City Chapter, who was the chairman of the Subcommittee on Types of Regulation of the Committee on Registration and Licensing. Mr. Runo Arne, Executive Director of the Board of Social Work Examiners of the State of California outlined the California experience with registration of social workers. The discussion which followed indicated that there had been thorough study of the Board's proposal and that there was real appreciation of the implications of this move for the profession. A number of chapters who were unable to have representatives at the conference submitted statements in writing. These statements were read and contributed to the discussion. A specific proposal for Association procedure in this area was submitted by Mr. Kenneth L. M. Pray for the Philadelphia Chapter and helped to focus the discussion on the basic issues which were involved. The following motion was adopted unanimously.

MOTION by Mr. John McDowell, New York City, seconded by Mr. Chester Bower, Southeast Texas;
That the statement of policy on regulation of social work practice be adopted as submitted to the Delegate Conference by the National Board.

AMENDMENT TO MOTION
That work on the definition of a social worker be given first priority in the long-range program.

The statement of policy which was adopted is printed in this issue of THE COMPASS.

International Organization for Social Work. Mrs. Savilla Simons, chairman of the Committee on International Organization for Social Work and a delegate from the Washington, D. C. Chapter, reported on the recent actions taken by the United Nations which resulted in the establishment of international social welfare organizations. She described also the activities of the Association's national committee since its establishment last fall. In presenting the statement of principles on International Cooperation for Social Welfare, Mrs. Simons indicated that suggestions for changes in the phrasing and organization of the statement which had been submitted to the committee by chapters had been reviewed and incorporated into the statement. A proposal which called for a fundamental reorganization of the platform material was also presented to the conference for discussion by Mr. Donald Moreland of the Boston Chapter. An important contribution to the discussion was made by Dr. Walter Friedlander, chairman and delegate of the California East Bay Chapter. The discussion of the committee's report brought out the increasing awareness on the part of the Association membership of the need for the establishment of strong international social welfare programs and the responsibilities which must be assumed by professional social workers in working for under-

standing and support on the part of the general public for these programs.

The following motion was adopted by the conference:

MOTION by Mrs. Savilla Simons, Washington, D. C., seconded by Dr. Walter Friedlander, California East Bay.
That the Statement on International Cooperation for Social Welfare—Goals, Organization and Principles, be adopted as revised to take into account the suggestions from chapters.

The statement adopted has been printed in the May COMPASS, pages 32–35.

Definition of a Social Worker. Miss Sue Spencer who served as a delegate from the New York City Chapter, opened the discussion of the statement on a definition of a social worker. She reported on the procedure which had been followed by the committee in developing the outline and pointed up the areas on which there seemed to be greatest difference of opinion. The discussion of the statement as well as the earlier discussion on regulation of practice reflected the widespread awareness of the need for a statement on this subject and the importance of continued work on it.

Appeal Procedures for Violations of Personnel Practices. The progress report of the Committee on Employment Practices Inquiries on appeal procedures for violations of personnel practices in social work was presented by Miss Esther Lazarus, charman of the committee and a delegate from the Maryland Chapter. Miss Lazarus called attention to the recommendation of the committee which would place primary responsibility for the conduct of appeals on the national office rather than on the local chapter where it now rests. She also called attention to the work that had been done in defining the basis on which an appeal could be presented and the material in the report which stated the responsibility of the professional social worker and of the agency.

The opinion was expressed by some chapter representative that the decision regarding how a particular appeal should be handled should rest with the chapter. Concern was also expressed that the proposed procedure would prove to be too cumbersome and too costly to achieve the ends desired.

During the course of the discussion many valuable suggestions were made which will be referred to the committee preparing a report for presentation to the next Delegate Conference. The following motion was adopted:

MOTION by Mr. Melvin Glasser, Washington D. C., seconded by Mr. Donald Howard, New York City,
That it is the consensus of the meeting that the report of the committee be accepted as an interim report and that the committee be instructed that in its deliberations during the coming year it continue to place primary responsibility for appeal procedures within the local chapter. The local chapter shall take responsibility for deciding whether it wishes to handle an appeal itself or whether to refer it to a regional committee. The local chapter shall have national staff service available to assist in the investigation. If the individual making the appeal does not have action by the chapter in five working days after he has filed a written request for an appeal, he may immediately request the national office to take up the appeal. That the conference expresses its appreciation for the excellent work which the committee has done.

Review of Association Program. Mr. Anderson, in his report on Association program, outlined the work of national committees during the past year covering the relationship to the objectives of a professional association. He described the national office staff organization and the program plans which had been approved by the National Board. He called attention to trends in membership and informed the conference that as of April 1st the Association had 11,501 members. This figure is the highest in the history of the Association. He reviewed data about new members enrolled during the year 1946 and expressed satisfaction that the Association was becoming increasingly representative of the entire social work profession.

Study of the use of Section 6. A number of chapter representatives indicated that there was a need for a clarification of the use of Section 6 of the By-laws, which provides for the admission

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AASW POLICY STATEMENT ON
Regulation of Social Work Practice

The following policy statement was prepared by the national AASW Committee on Registration and Licensing and adopted by the 1947 Delegate Conference. Members of the committee were Mrs. Lucille M. Smith, Bertram Black, Marie Gunn, Dr. Marion Hathway, John McDowell, Bertha Reynolds, Frederick Daniels, Harriet Guignon, Mabel Uzzell, Agnes Van Driel, Mrs. Margaret L. De Witt, David Dressler, Mrs. Mary Holsinger, Mrs. Anne Taylor McCormack, Mrs. Mary Louise Moore.

The American Association of Social Workers believes that legal restriction of the right to practice social work to persons meeting specific requirements of education and experience is necessary for the protection of the public and for the responsible development of the social work profession. This position of the Association is based on the following considerations:

The Association has as one of its stated objectives to improve continuously the quality of social work service. The quality of social work service is determined primarily by the quality of the personnel employed in social work positions. Regulation of social work practice by an appropriate legal authority will facilitate the recruitment and selection of persons with basic preparation for social work positions and will contribute to the development of progressively higher standards of professional competence among social work practitioners.

Persons in social work positions are confronted in their work with responsibilities relating to the lives and affairs of others in such a way as to require important safeguards in the public interest. The Association has a continuing concern to prevent the damage which can be done to individuals, communities and to the social work profession by incompetent social work practitioners. Legal restriction of the right to practice to those who meet approved standards of competence will establish valuable safeguards for the public and will provide a legal basis for the prosecution of practitioners whose malpractice is a threat to public health, safety and welfare.

The expansion of programs such as public health, public housing and public recreation, rehabilitation, guidance and placement, and social insurance, will require coordinated services by several professions in providing service to individuals and communities. Legal regulation of practice will help to give the profession the status and recognition of other legally recognized professions.

In order to achieve these objectives the American Association of Social Workers accepts as a major responsibility the development of a long range program of study, education and action, leading to the adoption of legislation in each state which will restrict the practice of social work to persons designated as qualified practitioners by an appropriate agency of the state.

Delegate Conference Report

(Continued from page 16)

of members to the Association who do not meet the regular qualifications for membership. A specific proposal was presented by the delegate from the Puget Sound Chapter and adopted by the Conference.

MOTION by Miss Ellen M. Standard, Puget Sound, seconded by Mr. Harold Strong, Westchester County,

That a study of criteria and guides for procedures to implement the use of Section 6 of the By-laws be made by the National Membership Committee so that all chapters might benefit by uniformity in the use of the section and be guided by more specific material from the national level.

Conference Resolutions Adopted. Resolutions adopted at the final session of the Delegate Conference are printed in this issue of THE COMPASS except for those dealing with international welfare problems. The latter were printed in the May COMPASS. The suggestion was made at the conference that individual chapters take action on these important issues also and send messages to their local Congressmen where appropriate.

Resolutions Adopted by the Delegate Conference*

San Francisco, April 12, 1947

Resolution in Memory of the Death of Franklin D. Roosevelt

Introduced by Benjamin Youngdahl, St. Louis

WHEREAS this day is the second anniversary of the death of Franklin Delano Roosevelt; and
WHEREAS during his long tenure in office, Mr. Roosevelt showed a keen sensitivity toward the needs and rights of people in this country and throughout the world; and
WHEREAS he had a sense of the basic importance of human relations in the administration of the affairs of state; and
WHEREAS he was responsible for initiating a variety of welfare programs which many of our members are now administering;
THEREFORE BE IT RESOLVED that 1947 Delegate Conference take official cognizance of this day and of the great and humanitarian leadership of Mr. Roosevelt; and
BE IT FURTHER RESOLVED that the AASW hereby pledge itself to further the ideals so effectively set forth by our former President and to continue to work for the creation and expansion of programs which will permit people everywhere to maintain personal integrity and a sense of well-being and security; and
BE IT FURTHER RESOLVED that a copy of this resolution be sent to Mrs. Eleanor Roosevelt, and to the press.

Resolution on Human Rights

Introduced by Kansas City Chapter

WHEREAS social workers are professionally interested in aiding individuals to fulfill their potentialities as completely as possible, and since a society with discriminatory practices makes it more difficult for an individual to attain this fulfillment, and since discriminatory practices are evident at many points in American life, and since social work in its workers' organizations, schools and agencies is not free from this discrimination;
BE IT RESOLVED that the American Association of Social Workers establish a national committee, or assign as one of the duties of a national committee, to prepare an AASW platform or a set of principles relating to basic human rights and responsibilities; that this platform include specific statements regarding the basic rights and responsibilities of individual social workers and the responsibilities of organizations of social workers, schools of social work, and agencies employing social workers in guaranteeing these rights respectively to their members, students, and faculty, and employees; that this platform be presented to the 1948 Delegate Conference for approval; that this committee at an appropriate time also develop methods whereby the American Association of Social Workers, its constituent chapters, and its members may assist in putting the various principles of the platform into practice; that this committee also consider other means for implementing the basic platform, such as research, redirection of the educational system, and legislation; and
BE IT FURTHER RESOLVED that this committee call the attention of all chapters to the dangers to the rights of individuals as guaranteed in the Bill of Rights of the Federal Constitution by reason of certain trends which are illustrated by: certain procedures used by the House Committee on Un-American Activities; the vagueness of the Executive Order of the President establishing a procedure for testing the loyalty of Federal employees; the procedures adopted by the Tenny Committee in California; the attempt to withhold funds by the Congress, even at the sacrifice of program, to remove specific individuals from the public service; and
BE IT FURTHER RESOLVED that this committee study any important violation of basic civil rights, keep the membership informed of such actions, and that it cooperate in every way possible with such agencies as, for example the American Civil Liberties Union, which are making an unbiased defense of the basic rights guaranteed to the individual under our system of government.

Resolution on Retirement Plan

Introduced by the Committee on Personnel Practices

WHEREAS there is a need for a reaffirmation of the Association's policy on adequate protection for retirement; and
WHEREAS the Association has gone on record for the inclusion of all social workers within the Social Security Act;
BE IT RESOLVED that the American Association of Social Workers recommend that each social work agency provide a private retirement plan over and above the federal provisions for retirement; in the public welfare field, this additional plan to be included under a State Retirement Act or the National Retirement Plan for Health and Welfare Agencies; in the voluntary agency field, this plan to be included under an established national agency plan or the National Retirement Plan; and
BE IT FURTHER RESOLVED that the American Association of Social Workers hereby reaffirm its position asking the Congress to bring in under the retirement provisions of the Federal Security Act all excluded workers including employees of public and private social agencies; that it urge the Congress to provide more adequate retirement benefits for all groups now included under the Act, and that until these objectives are realized, the Association recommend that each social work agency provide an adequate retirement plan to be included eventually under a state or national retirement plan for health and welfare agencies; in the voluntary agency field, this plan to be included under an established national agency plan or the National Retirement Plan.

Resolution on Setting Up National Committee on Public Relations and Information

Introduced by the Washington, D. C. Delegation

WHEREAS full acceptance of the social work profession by the general public is dependent on understanding; and
WHEREAS growth and development of the profession are in large measure dependent on public acceptance; and
WHEREAS there is today still but limited understanding and acceptance of the profession despite the efforts

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* The resolutions pertaining to international welfare measures are printed in the May 1947 COMPASS on pages 29–31.

of social workers and social work agencies over a period of many years; and

WHEREAS the press, the radio, and the motion pictures in their interpretation of social work and social workers frequently indicate their unfamiliarity with the profession and hence misrepresent its activities and people; and

WHEREAS in various activities of the AASW there is need to carry on frequent public relations and information programs; and

WHEREAS the AASW as the association of professional social workers is concerned with the advancement of professional standards and public acceptance of these standards;

THEREFORE BE IT RESOLVED that the National Board be requested to set up a Committee on Public Relations and Information; and

BE IT FURTHER RESOLVED that among the functions assigned this committee shall be: (1) Study of public relations and information activities of committees and staff of the national organization and of chapters with the view to providing an integrated plan for AASW public relations; (2) Study of public relations and information activities of other professional organiztions to profit from their experience and to recommend methods of working with them toward mutual objectives; (3) Continuous study and analysis of material about social work and social workers in the press, radio, motion pictures and other media, and follow up by all appropriate methods to see that the social work profession is effectively and accurately represented in these media.

Resolution on Agency Standards

Introduced by the National Board

WHEREAS there is need for authoritative criteria for judging acceptable social agencies; and

WHEREAS such criteria are essential to promoting effective service and a high level of professional competence;

BE IT RESOLVED that the 1947 Delegate Conference approve the action taken by the National Board of the following resolution:

RESOLVED that the AASW should give active leadership in defining general principles and criteria which are recognized generally as being in accordance with good social work experience and which would receive wide acceptance among well-administered social agencies; and

BE IT FURTHER RESOLVED (1) That the President of the AASW appoint a committee of the Association to formulate such principles and criteria; (2) That the Executive Secretary of the AASW be authorized to approach the appropriate national agencies for the necessary exploration and formulation of such principles and criteria; (3) That the results of such study be presented to the 1948 Delegate Conference of the AASW.

Resolution on AASW Responsibility for Extension of Social Services

Introduced by Donald Howard, New York City

WHEREAS the American Association of Social Workers has repeatedly expressed its concern for the widest possible extension of social services, such as public employment programs, as needed, social insurance, public assistance, public medical care, housing, recreation and related services; and

WHEREAS the Association is as vitally interested in the positive promotion of social well-being as it is in remedial services, whether or not this well-being is associated with economic need; and

WHEREAS policies and principles which, increasingly, are being found essential to the protection of individuals served by public social services would appear to be equally beneficial if extended to the administration of voluntary social services also;

THEREFORE BE IT RESOLVED that the Association heartily endorse the continuance and urge all possible extension of its activity to gain public acceptance of federal, state and local legislation in accord with principles approved by the Association; and

BE IT FURTHER RESOLVED that the Association provide for the study and discussion of the desirability of, and the Association's responsibility for, broad preventive measures such as wider application of the principle of the annual wage, of family or children's allowances, wide-spread programs of family education and welfare, and to initiate cooperation with professional and other groups concerned with these issues; and

BE IT FURTHER RESOLVED that study also be made of the applicability, to voluntary social services, of administrative principles and practices found to be of increasing importance to the effective administration of public services.

Resolution on National Mental Health Act

Introduced by the Resolutions Committee

WHEREAS the National Mental Health Act which was passed by the 79th Congress and became law on July 3, 1946, has as its purpose to improve the mental health of the people of the United States through (1) Research into the causes, methods of diagnosis, treatment and prevention of psychiatric disorders; (2) Training of mental health personnel; (3) Support and stimulation of the efforts by the states to develop adequate community mental health services; and

WHEREAS President Truman has recommended that Congress appropriate almost $6,000,000 for the fiscal year beginning July 1, 1947, to enable the Public Health Service to carry out the purposes of the act;

BE IT RESOLVED that the AASW 1947 Delegate Conference urge that favorable action be taken by Congress on this appropriation; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Chairman of the Senate Finance Committee.

Resolution on Housing

Introduced by the Resolutions Committee

WHEREAS the American Association of Social Workers believes that good housing is a basic essential for wholesome living and maintaining and improving the stability of family life, and whereas it is clear that middle and low income families cannot be provided with enough good housing without additional legislation to effect more rapid construction, more construction in the lower cost ranges and financing plans within the capacity of consumers' needs; and

WHEREAS additional provisions for governmental stimulation and aid are necessary for eliminating slums and rehousing the population of existing slums and blighted areas; and

WHEREAS there has been introduced in the Congress the National Housing Commission Bill, S-866, which provides sound and far-reaching measures for resolving these problems;

BE IT RESOLVED that the American Association of Social Workers 1947 Delegate Conference endorse the general purpose, principles and philosophy of the National Hous-

ing Commission Bill, S-866, and urge its enactment with such amendments as will serve to make it an effective instrument of housing policy; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Chairman of the Banking and Currency Committee of the United States Senate and the Chairman of the Banking and Currency Committee of the House of Representatives.

Resolution on Federal Department of Health, Education and Security

Introduced by the Resolutions Committee

WHEREAS the public social services as developed in health, education and social welfare programs now constitute one of the most important aspects of the relation of government to all the people; and

WHEREAS there has been increasing recognition of the need for national leadership and the combined resources and cooperation of all levels of government—federal, state and local—in organization and administration of the public social services; and

WHEREAS the Congress is now studying legislation which provides for the establishment of a Cabinet Department of Health, Education and Security;

BE IT RESOLVED that the AASW 1947 Delegate Conference support such legislative proposals which will provide for the establishment of a Federal Department of Health, Education and Security, with broad authority and flexibility in administration; and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Chairman of the Senate Committee on Expenditures in the Executive Departments.

Resolution Expressing Appreciation for Hospitality Extended

Introduced by Melvin Glasser, Washington, D. C.

WHEREAS the interest, support and assistance offered by the members of the California Council of the AASW has contributed so much to the success of the 1947 Delegate Conference; and

WHEREAS the San Francisco and California East Bay Chapters have assumed responsibility for helping with the physical arrangements for this conference and have provided delightful opportunities for the relaxation of the delegates through the cocktail party on April 12th and the garden party on April 13th, as well as through the magnificent weather for which they arranged and their cordial personal interest in the comfort and well-being of the delegates; and

WHEREAS these efforts have helped greatly in making a success of this conference;

BE IT THEREFORE RESOLVED that this Delegate Conference express its warm appreciation for the wholehearted cooperation and gracious hospitality extended by the California Council AASW, and the San Francisco and East Bay Chapters; and

BE IT FURTHER RESOLVED that this resolution be made a permanent part of the record of this conference and copies of the resolution be sent to the Council and the two chapters.

Resolution on Appreciation of Planning for Conference

Introduced by C. Wilson Anderson, Boston

WHEREAS the 1947 Delegate Conference of the AASW has taken important actions to extend and strengthen the program of the Association; and

WHEREAS this conference has recorded its position on vital questions of national and international import; and

WHEREAS the success of this conference has been due to the preparation given by the National Board, national committees, national staff, and the thoughtful study and participation by chapters;

BE IT RESOLVED that the Delegate Conference commend those responsible for planning and carrying out the program of the conference; and

BE IT FURTHER RESOLVED that the Delegate Conference express its sincere appreciation for the outstanding leadership given to the Association by our President and for his efficient and effective conduct of this conference.

Resolution on Appreciation of Leadership of Executive Secretary

Introduced by Mrs. Savilla M. Simons, Washington, D. C.

WHEREAS the American Association of Social Workers under the leadership of Joseph P. Anderson, our Executive Secretary, has made consistent progress in strengthening its program; and

WHEREAS the Executive Secretary, although severely handicapped by lack of assisting staff has carried successfully a comprehensive and vigorous program; and

WHEREAS the Executive Secretary has taken steps to strengthen staff resources during the past year; and

WHEREAS the staff has made a primary contribution to the success of the Delegate Conference;

THEREFORE BE IT RESOLVED that this Delegate Conference express its appreciation of the work of the national staff during the past year and express its confidence in the staff to give increasingly strong leadership to the Association.

Presidential Address

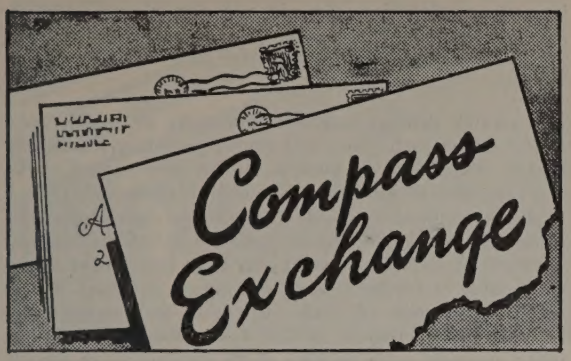
(Continued from page 5)

Children's Fund. This Delegate Conference will give considerable attention to problems in this area, and also how we may effect public policy.

Our rocket-dimension civilization tends more and more to submerge the individual, so that he becomes a lost person, a kind of robot with a tag. Believing as we do in the divinity of man, we have a responsibility for doing what we can to give people a sense of being men of worth.

We are, further, citizens as well as social workers. Justice Holmes in his trenchant way has said that we need to take part in the action and passion of our time at the risk of never having lived at all. Morris Ernst gave it another twist with his statement that we are willing to die for our gods, but loathe to live for them.

Well, we will risk the battle, and live as well as die for our gods: a profound belief in people; and an iron determination that they shall have an opportunity in our time to live full and creative and abundant lives.



June 9, 1947

Dear Sir:

I have been stimulated by the two articles appearing in recent issues of THE COMPASS[1] in which the responsibility of the social worker as a citizen and as a professional person is clarified. Both Mr. Youngdahl and Mrs. Burns have raised issues at a time when there is need for critical examination not only of our specific responsibilities but also of methods of discharging these responsibilities. It is in the latter aspect that I think both articles leave much to be explored. Because I spent considerable time during 1945 and 1946 in planning a course in Social Action and then in giving it at the School of Social Work, McGill University, Montreal, I naturally read these articles critically.

As I tried to analyze my feelings of dissatisfaction, I realized that both Mrs. Burns and Mr. Youngdahl failed to make clear their philosophy of social work. I mean by philosophy of social work a belief that to engage in this profession requires preoccupation with preventing social breakdown we encounter in the discharge of our professional responsibilities at the same time we are engaged in social or individual aspects of rehabilitation. Not to engage in preventive action is to fail to ally ourselves with the forces of progress, whether we act as citizens or as professional persons. I mean, too, an "operating" philosophy in contradistinction to a philosophical statement on objectives.

Nevertheless, from some of their comments at least a part of their philosophy is implicit. There is a basic similarity in the philosophy of social work which both papers imply. It is, moreover, shared generally by professionals in social work and other fields and is one of the causes for so little activity, either as citizens or as professionals.

I derive my impression of their philosophy both from the tone of the writing and from specific illustrations, some of which I describe below. They imply an operating philosophy of social work which sets the practice of social work in a kind of "no-man's land" in which it is possible to be neutral and from which it is possible to see all sides, examine all facts and, accordingly, determine a plan of action from which the social worker does not benefit.

In Mr. Youngdahl's article, he describes graphically stereotypes of social worker citizens of whom he disapproves; then goes on to describe the "mature liberal" of whom he approves. His definition goes in part:

> *. . . He is the prudent and judicious type who considers all facts and who is willing to admit arguments against his case if they appeal to his logic. . . . He may at times and often does find himself in the extreme position of a small minority, but because he has no personal axes to grind and because he emphasizes common human needs and the human personality he follows the truth even though it sometimes hurts.*

I do not believe Mr. Youngdahl really means "all the facts" because then there would never be time for any action. "All the facts," say, about unemployment are not necessary before a social worker can take political action with respect to a measure for full employment. As for admitting arguments against his case if they appeal to his logic, this is ambiguous. Does he mean that such arguments are considered for discussion purposes, or does he mean that such consideration might affect the action taken. Logic, a science of reasoning, does not exist in a vacuum but takes its existence from facts and social values. Fascism won adherents through the application of logic but by means of distorting scientific facts and human social values.

I find a similar problem in relation to Mrs. Burns' paper. While she likewise does not make clear her philosophy of social work, some of the illustrations she gives seem to take place in a somewhat static framework. For example, she writes:

> *Not all proposals relating to social welfare have similar economic effects. An attempt to improve social conditions by raising relief or social security allowances, may, if pressed sufficiently far, do more harm than good if it involves the raising of additional property or payroll taxes which, in view of the undeniable importance of the profit motive, may check enterprise.*

This may be good advice because there may be times when it is strategic to postpone action because pressure on the economic system may only spoil the chances of a measure going through at a later date. However, if this is also part of a basic philosophy of social work, it would result in no preventive action where that would place pressure for change on the economic system—e.g. small but steadier profits.

Since this may be part of a prevailing social work philosophy, it has important implications for social action. This comes out in another comment of Mrs. Burns, which follows the sentence quoted above:

> *Or, by reducing the differential between income from earning and income from public aid, it may in the existing social environment encourage some to prefer idleness to employment at current wage levels.*

Lacking a clearly enunciated philosophy of social work, it is easy to take over the lay attitude of generalizing from the atypical situations, as in the case of the above quotation.[2]

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[1] Benjamin Youngdahl, *Social Workers: Stand Up and Be Counted,* THE COMPASS, March 1947; Eveline M. Burns, *Social Action and the Professional Social Worker,* THE COMPASS, May 1947.

[2] The rest of Mrs. Burns' statement on this point follows: "This does not mean the end of all social action, but it does suggest the desirability of seeking for new methods of attack upon the problem which will not have these particular repercussions upon the eco-

My second source of dissatisfaction with these two contributions, coming from leaders in the field, is the premise that only if we are entirely disinterested can we claim to be fulfilling our responsibility in social action, either as citizens or as professional social workers. Mr. Youngdahl in the quotation referred to earlier describes the mature liberal as having "no personal axes to grind." Mrs. Burns implies this more in the tone of her article and specifically where she describes the effect of action taken by members of a social work union:

> *Their influence is lessened in the eyes of the public because they speak as members of a union, whose primary concern is necessarily with the welfare and working conditions of the union members. They do not seem to be wholly disinterested parties in urging expansions of, or increased appropriations for social services.*

It is my understanding that social work unions have stressed expansion of social services because of the need for such services by the unemployed, the handicapped, and other deprived groups in our communities and not because they wish to retain specific jobs. Unions usually have explained as well that expansion of social services means increased purchasing power which helps the economy.

Actually, we all have something to gain—if not directly —then indirectly. Naturally, when we work towards increasing low-cost housing programs, we are not personally benefitting. Since, however, the costs of maintaining slum housing for the taxpayer is higher than that of low-cost private or public housing, we all stand to gain from socially progressive action.

In addition to the two points already discussed, there is implicit in both papers that social action can take place without a clear philosophy of social work. I agree that it does but without this, our contributions are negligible because we do not gain the support of those forces in the community that would either follow our leadership or with which we could work together as citizens.

I have arrived at this point of view on the basis of the study and research referred to at the outset. In the written analysis which formed part of this experience, it was invariably found that where there was no closely defined philosophy of social work, social action—if it occurred at all—was "too little or too late." It may help to quote from the project itself:

> *As the instructor, my thinking did not stop with the making of general recommendations. . . . I was interested to find out why generally accepted statements of belief are so seldom carried out. Confusion seems to exist in that we need to see both sides and to maintain some kind of objective neutrality. We need to dispel the twin myths of impartiality and neutrality. There are innumerable issues on which there is no further need to look at both sides. More often than not, there is only one constructive side. In not committing ourselves to this constructive side, we are not being neutral. We are, in fact, lending our weight to the other side. . . .*

A clearly defined, unified philosophy of social work would clarify such issues and would provide a framework within which both as citizens and as professional workers, programs of social action could be planned. This, I would have liked from Mrs. Burns and Mr. Youngdahl since lack of an operating philosophy contributes to paralysis of action. I would also have liked some attention paid to methods and techniques of social action with illustrations of both successful and unsuccessful social action. I realize, as Mrs. Burns indicates, this will make necessary some revision of the curriculum of schools of social work.

My experimentation in this area prompted me to write:

> *Out of this experience I have come also to believe that the teaching of Social Action as a separate course needs to be tied in with specific social action projects. This should not be just another course but rather one representing the vitality and future growth of the profession. Not to do this is to put the weight of social work education on the side against social progress.*

In concluding, I think Mrs. Burns and Mr. Youngdahl have made significant contributions to our thinking in highlighting the problems and frustrations of social workers concerning their current responsibilities in social action. As leaders, social workers look to them for a blueprint of action. This requires that leaders take some initiative in helping to evolve a working philosophy to which the profession as a whole can subscribe. This would enable social workers to act on their convictions. Whether we act as professional persons or as citizens, we gain little influence or prestige now because confusion exists in the minds of the public as to where we stand regarding the major social problems of our day. It is not likely either that they will look for this in the written statement of our objectives; rather, they will look for this in what we have done and what we have not done.

Celia S. Deschin
Special Research Project,
International Institute of New York,
Personal Service Department.

Unions in Social Work

(Continued from page 10)

some other group, such as AASW, to assume leadership in the solution of this problem?

We also wonder whether the unions in social work will be content if they achieve organization for conflict? Or will they try to develop attitudes and procedures that will promote a cooperative approach to the administration of the agency and to the solution of the broader problems in the community? The next decade should yield answers to some of these questions and should also clarify the roles that can be most appropriately played by the unions and by the professional association respectively.

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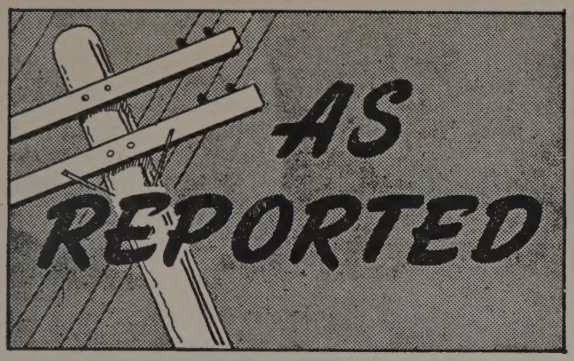
nomic system as it now functions. Specifically it would suggest exploration of other ways of increasing relief or security payments by methods which involve a different and less economically undesirable method of financing. Or it may suggest a search for ways of increasing all incomes from earning, so that an adequate differential will persist even if relief allowances are made more adequate. (Children's allowances would be one way of achieving the result.)"—The Editor.



CATHOLIC SCHOOLS MERGE

The National Catholic School of Social Service of Washington, which has been providing graduate training in social work for young women since 1921, has been merged with the School of Social Work of The Catholic University of America, and will hereafter be operated under the official name of the National Catholic School of Social Service of The Catholic University. The Very Rev. Msgr. John J. McClafferty of New York City, will serve as dean of the unified school.

The school will provide graduate training in social work for laymen and women, priests and Sisters, and will offer class and field instruction in general, medical, and psychiatric social case work, child welfare, treatment and prevention of delinquency and crime, group work, community organization, administration of private and public social work agencies, public welfare, and research.

At least two years will normally be required to complete the requisites for the Master's degree. Advanced curriculum, covering two additional years and leading to the degree Doctor of Social Work will be offered those whom the School and the University authorities deem competent to pursue such training.

The unified school will start operation with the beginning of the fall term in September.

Drive Launched for Popular Articles by Social Workers

The Editorial Advisory Committee of the Journal of Social Casework is sponsoring a drive for popular articles. In a recent announcement it states that the drive "is intended primarily to attempt to make available to a wide public the information that social work has found valid and useful in individual and group application." The articles should present material about what social work *knows*—and not what it does or how it does it. Articles should not describe the purpose or operation of an agency, or illustrate casework techniques.

Writers should keep in mind a particular type of magazine and the audience it reaches in preparing articles. The most available market for articles is the women's "slick" magazines (*Redbook, Woman's Home Companion, McCall's,* etc.), although it may be possible to place some articles in such journals as *Harpers* and the *Atlantic Monthly.*

Articles should be mailed to the Advisory Committee of the Journal by November 1, 1947. Detailed information about procedures for submitting articles, and a list of suggested titles may be obtained by writing to the Journal of Social Casework.

Hoffer New S.W.V.B. Head

The appointment of Mr. Joe R. Hoffer as Executive Director of the Social Work Vocational Bureau was announced at the annual membership meeting of the Bureau held in New York on June 26, 1947. Mr. Hoffer assumed his duties with the Bureau on July 1. In making the announcement Miss Helen Crosby, chairman of the Board of Directors, stated that during the coming year attention would be given to the current trends in social work which have special significance for a voluntary placement service and to ways and means by which the Bureau could strengthen its service to social work practitioners and agencies.

Mr. Hoffer will continue to serve as a consultant on the staff of the national AASW on a half time basis. The national Committee on Personnel Practices of the AASW, for which Mr. Hoffer will be providing staff service, has as one of its major concerns the development of an effective placement service in social work. For this reason the arrangement which has been worked out with Mr. Hoffer should result in added benefit to both organizations.

Study of Case Work Projected

The Social Case Work Council of the National Social Welfare Assembly has decided to sponsor a study of social case work trends and developments during the past twenty-five years. The decision came in response to a recommendation of a special advisory group which convened at the Russell Sage Foundation on May 12 at the request of the Council.

At the meeting of the advisory group it was pointed out that no extensive study of case work had been undertaken since the Milford Conference, the results of which were published by AASW in 1929 under the title, "Social Case Work—Generic and Specific." A new study, it was hoped, would examine the apparent "differences" in social case work philosophy and methods that have developed and identify common goals and practices. Out of this might come reconciliation of some differences and a better understanding of those differences which may be legitimate and desirable.

The possible relationship of the proposed study to the program of the National Council on Social Work Education was considered. It was recognized that a first step should be the working out of a detailed plan of study by a small group, which should be representative of all types of case work agencies, include workers, supervisors, executives, teachers, and writers, and represent different parts of the country and urban and rural settings.

The question of financing the study will not be considered until a detailed plan of study can be worked out.

Miscellaneous Notes

The Russell Sage Foundation has announced the appointment of Ralph G. Hurlin as Acting General Director as of July 1, 1947. Dr. Donald Young, whose appointment as General Director was recently announced, will probably not be able to assume his duties until some time in 1948.

The Graduate School of Social Work of the University of Southern California has been added to the list of schools which have a specialization in psychiatric social work.

1947 Elections

The election of officers and of members of the National Board and Nominating Committee for the year beginning July 1, 1947, was ratified at the corporation meeting on May 23. The results are listed below.

OFFICERS

Term Expires June 30, 1948 or June 30, 1949

President	Donald S. Howard	New York City, '49
1st Vice-Pres.	Frank Z. Glick	Lincoln, Neb., '49
2nd Vice-Pres.	Robert W. Beasley	Chicago, '48
3rd Vice-Pres.	Harriet L. Tynes	North Carolina, '48
Secretary	Jean Kallenberg	New York City, '48
Treasurer	Malcolm S. Nichols	Boston, '49

National Board Members at Large

Term Expires June 30, 1950

Nelson C. Jackson, Georgia
Mrs. Savilla Millis Simons, Washington, D. C.

Board Members from Nominative Districts

Term Expires June 30, 1950

District 1—Ernest F. Witte, California East Bay
District 5—W. T. McCullough, Cleveland
District 7—Dorothy Hankins, Philadelphia

Nominating Committee Members

Term Expires June 30, 1950

District 4—Mary Houk, Indianapolis
District 6—Olive M. Stone, Washington, D. C.
District 7—Harry Serotkin, Pittsburgh

Term Expires June 30, 1948

District 2—Myron Falk, Louisiana

Members of National Board and National Nominating Committee previously elected and continuing in office are

National Board Members at Large

	Term Expires June 30
Mrs. Eleanor Cranefield, Detroit	1948
Herbert D. Williams, Hudson Valley (Warwick, N. Y.)	1948
Gladys Dobson, Portland, Ore.	1949
Lora Lee Pederson, Nashville	1949

Board Members from Nominative Districts

	Term Expires June 30
District 2—Charlottee C. Donnell, Oklahoma	1948
District 4—Mrs. Helen P. Roell, Indianapolis	1948
District 8—George Hallwachs, New York City	1948
District 3—Elwood W. Camp, Lincoln, Neb.	1949
District 6—Alice L. Taylor, Washington, D. C.	1949
District 9—Mrs. Catherine M. Manning, Rochester, N. Y.	1949

Nominating Committee Members

	Term Expires June 30
District 1—John F. Hall, Seattle	1948
District 2—Mrs. Edith G. Ross, Louisiana	1948
District 8—Lyman Ford, Westchester County, N. Y.	1948
District 3—Florence W. Hutsinpillar, Denver	1949
District 5—Helen W. Hanchette, Cleveland	1949
District 9—Mary A. Mason, Boston	1949

Have you made your contribution to the
INTERNATIONAL CONFERENCE OF SOCIAL WORK?

The U. S. A. Committee on the International Conference has undertaken to raise $7,500 by contributions to the conference's 1947 budget of approximately $17,500. The money will go entirely for reorganization expenses — clerical, travel, communications, printed material. There are no administrative salaries.

This fund raising effort gives to American social workers an opportunity to participate concretely in a voluntary international enterprise, one directed towards a sharing of knowledge and of points of view — as important in these days of "one world" as the sharing of food and supplies to maintain life.

For individuals $5.00 contributions are suggested; for agencies or organizations $10.00. Please make checks payable to:

HOWARD R. KNIGHT, *Secretary*
Committee on International Conference
82 North High Street
Columbus 15, Ohio.